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For Our Information, March & April 1950, Vol. II, no. 13-14

Abstract

An official publication of the ILR School, Cornell University, "for the information of all faculty, staff and students."

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Comments

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FOR OUR INFORMATION

F.O.I. appears bi-weekly from the Public Relations Office, Room 7, for the information of all faculty, staff and students of the New York State School of Industrial and Labor Relations, Cornell University. A report of the Joint Legislative Committee on Industrial & Labor Conditions states:

"The most satisfactory human relationships are the product, not of legal compulsion, but rather of voluntary determination among human beings to cooperate with one another." In the same spirit, F.O.I. is dedicated to our mutual understanding.

PENSION RESEARCH CONFERENCE SPONSORED BY ILR SCHOOL
WILL OPEN THIS FRIDAY

Forty labor, management, and government specialists in employee pension programs will meet Friday of this week in the North Room of Willard Straight for a one-day roundtable conference on research in private pension, health and welfare programs. The conference is under the auspices of the ILR School.

Dr. Leonard P. Adams, Director of Research at the School, will be chairman of the program which will include morning and afternoon discussions.

Conferees will exchange ideas and information on such topics as pension research work now underway, critical problems on which more research is needed, the case study approach, sources of information on pension plan research, and integration of pension research with study of employment problems of older workers and other matters.

Among those expected to attend the conference are:

Charles Armstrong, Division of Research, University of the State of New York, Albany; Arthur W. Brown, Insurance & Social Security Dept., Standard Oil Company of New Jersey, New York; David Christian, National Security Resources Board, Manpower Division, Washington; George Garvy, Chief, Domestic Research Division, Federal Reserve Bank of New York; Dr. R. L. Gillett, Agricultural Statistician in Charge, New York Agricultural Statistical Service, Albany; Dr. Meredith B. Givens, Director of Research and Statistics, Division of Placement and Unemployment Insurance, N.Y.S. Dept. of Labor, New York; C. T. Hasson, Division Manager, Personnel Research, General Foods Corporation, New York; Mrs. Edna T. Kerr, Assistant Director of Industrial Relations, American Home Products Corporation, New York; Dr. Isador Lubin, Economic Adviser, U. N. Commission for Employment; D. R. Lindsay, Superintendent, Labor Relations, Western Electric Company, New York; Miss Margaret E. Martin, Bureau of the Budget, Washington; H. E. Page, Head, Human Relations & Morale Branch, Office of Naval Research, U. S. Navy Dept., Washington; Eleanor H. Park, Industrial Relations Department, Union Carbide and Carbon Corporation, New York; R. W. Peters, Employee Relations Dept., Research & Compensation Division, Esso Standard Oil Company, New York; Mrs. Sophie Polah, Research Director, Manufacturers Association of Syracuse, Syracuse; Dr. Arthur Raper, Division of Farm Population and Rural Life, Bureau of Agricultural Economics, U. S. Department of Agriculture, Washington; John Schlacter, the B.F. Goodrich

Company, Akron, Ohio; Dr. David M. Schneider, Director, Bureau of Research and Statistics, N.Y.S. Dept. of Social Welfare, Albany; Harry Sewell, Industrial Management Council, Rochester, N.Y.; Joseph R. Shaw, Assistant to the President, Associated Industries of New York State, Inc., Buffalo; J. C. Sweeten, Supervisor Industrial Relations Research, Socony-Vacuum Oil Company, Inc., New York; Lazare Teper, Director, Research Department, International Ladies' Garment Workers' Union, New York; Kenneth B. Williams, Chief of the National Income, Moneyflows and Labor Section, Board of Governors of the Federal Reserve System, Washington; E. S. Willis, Manager, Employee Benefit Plans Division, General Electric Company, Schenectady; William E. Zimmerman, Director, Bureau of Business Research, New York State Department of Commerce, Albany; Joseph Zisman, Division of Research and Statistics, Federal Security Agency, Social Security Administration, Washington.

CORNELL PRESS PUBLISHES BOOK BY PROFESSOR JENSEN

"Heritage of Conflict" by Professor Vernon H. Jensen, a history of labor in the nonferrous mining industry of the West, will be issued March 20 by Cornell University Press as the first volume in a new series on industrial and labor relations topics.

The series will be published for the ILR School. The second volume of the series scheduled to appear this year is a study on employers' associations and collective bargaining in New York City by Professor Jesse Carpenter.

Dr. Jensen records the history of the hard-rock miners and smelter workers in the nonferrous metals industry of the West, with special attention to the colorful and highly democratic union, the Western Federation of Miners. Professor Jensen is already well known for his research in the labor relations of the lumber industry and his book "Lumber and Labor," a history of labor relations in the lumber industry in the United States. Prior to joining the Cornell faculty, he was consultant for the National Defense Mediation Board in the "Twin-District" lumber industry dispute, served as Regional Economist and later as Wage Stabilization Director of the Ninth Regional War Labor Board, and was a public member of the Ninth Regional Wage Stabilization Board. Dr. Jensen did his advanced work at the University of California and has served on the faculties of the University of California and the University of Colorado.

MRS. JULIA GUTTMAN SPEAKS ON JOB OPPORTUNITIES IN ORGANIZED LABOR

"One of the best job opportunities for women in the organized labor movement is in the field of union education work," Mrs. Julia Guttman told a group of ILR women students March 9th. Mrs. Guttman is Education Director of the Rochester Joint Board, Amalgamated Clothing Workers, CIO.

"Women may also achieve leadership in certain white-collar unions that have been recently organized or are in the process of organization," she said. Mrs. Guttman mentioned the retail clerks, office workers, and telephone workers union as organizations where a college-trained person might start out by getting a job and working up through the organization and perhaps becoming an elected officer of the union.

In suggesting education work as a field for women, she stated; "Union education work has numerous meanings. In some unions it means public relations and publicity activity. In others it may concern political activity, recreational and social activity, or a real program for worker education. Be sure you know before accepting a job which of these activities you are expected to perform."

"Experience of some sort with unions and a personal dedication to the labor movement are prime requisites to getting a job with a union," Mrs. Guttman said. "Any experience, whether volunteer work, attending a summer school for workers, or just hanging around the union office, will mean a lot when you apply for the job. A college degree in itself may not be enough to qualify you for the job."

"Union officials will expect that you have a personal commitment to the labor movement, that you value highly the role unions play in our American way of life. They will try to find out your own philosophy before they will consider you seriously for the job."

IRRA ELECTS OFFICERS

The Industrial Relations Research Association, Cornell chapter, met Friday afternoon, March 3, for an organizational meeting. A constitution prepared by a seven-man constitutional committee was accepted with a few amendments. Temporary officers were elected as follows: Herbert Hern, president; Herbert Hubben, secretary-treasurer, and a five-man executive board consisting of Professors N. A. Tolles and J. James Jehring, and Bill Slayman, Walt Butler and Al Lipp.

The chapter cordially invites all members of the IRRA or other interested persons to join and take part in the activities of the Cornell chapter. Applications for membership should be submitted to Herb Hern or Herb Hubben.

ILR'ERS TAKE LEAD IN PLANNING WATERMARGIN CONFERENCE

An ILR student and a former ILR student were instrumental in bringing Mrs. Eleanor Roosevelt to the Cornell campus on Friday evening, February 20th as the concluding speaker of a three-day conference on Inter-Group Living and the College Campus. The conference was sponsored by Watermargin, an inter-racial and inter-religious living unit of which Walter McNiece, ILR '50, is president. Jack Sheinkman, ILR '49, now in Cornell Law School, was chairman of the conference.

ST. PATRICK'S PARTY SET FOR FRIDAY NIGHT

Final arrangements are being rushed for the big St. Patrick's Day party to be held March 17 in Warren Hall Seminar Room (4th floor) for ILR faculty, staff, and graduate students.

Chairman of Decorations Lee Avery and her committee of Camma Young, Catherine Howard, John Riihinen and Jerry Rounds, are rounding up properties and Irish decorations.

Music Chairman Lee Eckert is busy getting the P.A. system and her assistant Carmen DelliQuadri, lined up to do his famous Rocky Mountain calling for square dancing.

Virgil James, big gun in charge of Booths and live-wire Frank Plasha are collaborating with the Decorations Committee in assembling gambling paraphernalia.

Food Chairman Almina Leach, aided by "Candy" Nicander, "Tracy" Tracy, Ethylene Lewis, Ed Rittenhouse, Gene Everhardt, and Tom Hampton, are busy preparing plenty of "the world's one and only submarine sandwiches."

Biggest of all - the Skit Committee is engaged in last-minute rehearsals for the grand revue - The Nites of Labor. Since chairman Mary Martha Ryan is in Florida, Ann Macaluso has taken over, aided by Jane Nesbitt. Lois Remmers, Ed Rosenberg, and Jake Seidenberg contributed their talents toward writing lyrics for the show.

Gambling cashier and chief bouncer will be "Big John" Thurber.

Weight-guessing will be featured; so come prepared!

ILR GIRLS' BASKETBALL TEAM PLAYS FIRST GAME

The newly-formed ILR girls' basketball team was defeated in a practice game Wednesday evening, March 8, by a powerful University team that has played regularly all season. Players on the ILR team include Jean Burnham, Ellen Baslet, Monica Daly and Tess Haley, plus several non-ILR'ers.

ATTITUDE SURVEY IS CONDUCTED FOR LOCAL HOSPITAL

Professor John M. Brophy of Personnel Administration is serving as consultant in the conduct of an employee attitude survey currently being carried on at the Tompkins County Memorial Hospital. He has been working with Mrs. Irene Oliver, hospital administrator and Bill Kent, ILR '48, administrative assistant. The School's interest in the survey developed from a request from Mrs. Oliver for assistance with the project. Plans have been carried forward with the advice of a steering committee including both managerial and employee representatives at the hospital. Professor Brophy met with the hospital employees several times to discuss the survey.

Professor Philip McCarthy of the ILR staff is cooperating in the statistical treatment being given the data.

ILR STUDENTS START SPEAKERS' BUREAU FOR SCHOOL

To assist in the School's public relations program and to gain experience in public speaking, approximately 20 students met February 15 to continue the development of the ILR Student Speakers' Bureau.

In order to gain public speaking experience, each student prepared a five minute practice talk about the School. After each speech, both students and faculty members offered constructive criticism.

In the future the bureau hopes to have its members address civic and educational groups throughout the state to explain the purpose and history of the school.

Dean M. F. Catherwood has endorsed plans for the bureau, which have been informally organized as a part of the ILR Student Organization. Dave Hyatt is faculty adviser. James W. Johnson '50, Stuart R. Shamberg '50, and Barton Buck '50 were appointed to serve as a temporary working committee. This same group performed most of the preliminary spade work. William J. O'Donnell '51 was chosen acting secretary.

ANOTHER GROUP OF GERMAN LABOR LEADERS TO ARRIVE APRIL 4

A group of from 15 to 20 German labor leaders is tentatively scheduled to arrive at Cornell on April 4th for a two-week educational program at the School. This is the second group of labor, industry and government specialists to study at Cornell under the auspices of the U. S. government. At the School the German visitors will attend lecture-discussions designed to better acquaint them with American democratic trade unionism and labor-management relationships. The representatives were initially proposed as candidates by their own unions, agencies, and managements. After screening and final selection by the High Commissioner in Germany, they were brought to America.

Professor Alpheus Smith will again supervise the program for the visiting Germans, assisted by other ILR faculty members, and Mrs. F. Reichmann of Ithaca will again serve as translator and interpreter for the group.

ILR FACULTY ATTEND TRAINING CONFERENCE IN CHICAGO

Professors Lynn A. Emerson and John M. Brophy will be in Chicago March 16, 17, and 18 attending a meeting of the American Society of Training Directors. At the conference consideration will be given to a proposal that local training councils be developed in the major cities of New York State.

NANCY BARONE'S ARTICLE TO APPEAR IN "SOCIAL SCIENCE"

An article entitled "A Method of Examining Our Beliefs" written by Nancy Barone, M.S. '50, will appear in the Winter 1950 issue of "Social Science." In the article she writes of her experiences in a seminar devoted to the examination of systems of belief given by Dr. Temple Burling of ILR Human Relations Department. "By using the personalities of the group as laboratory material, Dr. Burling led the group in an examination of some of the systems of belief of each of the seminar members, exploring their origins in childhood and their dynamic interconnections," Nancy explained.

PROF. LEIGHTON MODERATES H-BOMB FORUM

At a public forum Tuesday, February 28 on "The Meaning of the H-Bomb," Professor Alexander H. Leighton of the Human Relations Department acted as moderator. Speakers included Dr. Hans A. Bethe and Dr. Philip Morrison, Cornell physicists who worked on the atomic bomb; Professor Arthur E. Sutherland, Jr., and the Rev. Ralph N. Helverson, pastor of the First Unitarian Church. The forum was under the joint sponsorship of the Federation of American Scientists, Cornell chapter, and CURW.

PROGRAM COMMITTEE NAMED FOR TRAINING DIRECTORS CONFERENCE

Professors Earl Brooks, John Brophy, Ralph Campbell and Lynn Emerson will serve on a committee to draft the program for the fourth annual conference of plant training directors to be held at Cornell July 5, 6, and 7.

PROF. BEACH TEACHES CONFERENCE TECHNIQUES

Professor C. K. Beach travels to New York City each Friday to give an extension course on conference leadership for managers and assistant managers, Division of Old Age and Unemployment Insurance. The six-week series will terminate early in April.

On March 6 Professor Beach participated with shop committeemen of Ithaca Lodge 1607, I.A.M., in a demonstration conference of 29 visiting German labor, industry, and government specialists.

In a two-hour session, the Germans watched intently as the machinists and Dr. Beach, the conference leader, discussed the problems facing a shop committeeman in handling grievances of union members. During the discussion various conference techniques were pointed out to the visiting German specialists.

CAPITAL DISTRICT ILR ALUMNI GROUP MEETS

The Capital District Chapter of the ILR Alumni Association held its second quarterly dinner meeting recently at the Edison Club, Albany. This group was organized last fall to discuss current trends in industrial relations. Dr. Clare W. Graves, Associate Professor of Psychology at Union College, spoke on the Subtle Determinants of Labor-Management Relations, and an open discussion followed. Harry F. Boehmke was chairman.

Miss Ardemis Kouzian, Capital District ILR representative, outlined the current developments in the Extension program. Two films were shown.

REPORT ON SEPTEMBER LABOR ECONOMICS CONFERENCE NOW AVAILABLE

A mimeographed, 81-page digest of the conference discussions at the Third Annual Conference on the Teaching of Labor Economics, held last September at ILR School, is now available for interested students, staff and faculty. Copies may be obtained from Mrs. Tracy in Room 24.

The conference was held September 12-14 and was attended by 45 collegiate teachers of industrial and labor relations subjects. Professor N. Arnold Tolles of ILR and Professor Thomas Kennedy of the University of Pennsylvania were co-chairmen of the conference.

LINDA KEEFE AND RUTH PARKER APPOINTED TO ILR STAFF

Mrs. Linda Keefe has been appointed secretary to research associate Seymour Parker whose office is in the Old Armory. A bride of four months, Linda is a native of Pittsburgh where she attended secondary schools and the University of Pittsburgh. Before coming to Cornell, Linda did secretarial work for the Minute Maid Company in New York, and for the National Cash Register Company in New York and Pennsylvania. Linda's husband, Willard, is an accounting student in the School of Hotel Administration.

Another new staff member is Mrs. Ruth Parker who hails from Newark, N.Y. She is assisting Carmelita Sakr in the Myron Taylor branch of the library. Prior to coming to ILR, Ruth was employed as a secretary in the Cornell Chemical Engineering library. Other experience includes seven years as junior clerk in the Tung-Sol Lamp Works in New Jersey. Ruth came to Ithaca last fall to join her husband, Wilbur, a student in Business and Public Administration. He expects to finish his course this June.

STUDENTS OF ILR 2 MAKE WEEKLY FIELD TRIPS

Under the leadership of Professor C. K. Beach and assistant Herb Hubben, a bus load of students braved icy roads and snow drifts to travel to Syracuse's Onondaga Pottery on March 1st. Students included two classes in Industrial Occupations and Processes. After a 90-minute trip through the plant viewing everything from mold-making to the final glazing process, the class discussed personnel policies for an hour with Mr. M. H. Olmstead, Personnel Director.

On March 8 the two classes traveled together to Endicott-Johnson Shoe Co. in Endicott. The trip included a visit to the tannery and a tour of the shoe assembly buildings.

Today they are touring the Gould Pump Company in Seneca Falls, and on March 22, they will visit the IBM plant at Endicott.

GERMAN LABOR LEADER RECIPIENT OF CARE PACKAGE FROM ITHACAN

When Mr. and Mrs. Nelson F. Hopper, 219 Chestnut St., Ithaca, sent a CARE package and a Christmas box to Germany, they never expected to meet the recipient in Ithaca. But last week Otto Sperling of Berlin phoned them. He was one of the 29 labor experts spending two weeks at the School. The CARE package mailed in 1947 happened to go to Sperling and his wife and daughters, 7 and 10. He wrote his American benefactors. Later they sent the family a Christmas box and an international friendship began.

Mr. and Mrs. Hopper have entertained Sperling twice at small family parties.

EXTENSION RECEIVES REQUEST FOR PERMISSION TO TRANSLATE FLYER INTO SPANISH

The ILR Extension Division recently received a request from the Organization of American States, Pan American Union, Washington, D.C. for 10 copies of the Extension flyer, "At Your Service." Permission was asked and granted to translate the pamphlet into Spanish.

PROF. BROPHY RE-ELECTED SECRETARY-TREASURER OF INDUSTRIAL TRAINING COUNCIL OF NEW YORK STATE

At a recent meeting of the Industrial Training Council in Schenectady, Professor John Brophy was re-elected secretary-treasurer for the year 1950. Dr. Brophy began his career as instructor at Stout Institute, Menomonie, Wisconsin. At Green Bay, Wisconsin, he was local supervisor of Vocational Education at the School of Vocational and Adult Education, and subsequently accepted the position of Assistant State Supervisor of War Production Training Programs in Madison, Wis. Later he became visiting professor of Trade and Industrial Education at the University of Florida. In addition to his duties as professor and as secretary-treasurer of the Industrial Training Council of New York State, he is chairman of the Research Committee of the New York State Vocational and Practical Arts Association.

PEOPLE ARE WONDERFUL

One member of the ILR staff extension class in Human Relations, when asked how she liked the class, replied: "I enjoyed it very much but was so fascinated by Professor Smith, that I didn't hear a word he said!"

Warning lights or red flags should be placed on all School pencil sharpeners. This is the opinion of Professor Gardner Clark who bumped into a sharpener. Result: one black eye.

Graduate assistant Charles Franke is having a tough year. On January 2 he came down with the chicken pox and on March 1 he had an appendectomy. Charles returned to classes this week and hopes for no more setbacks.

Like his father, night superintendent Russell Hovencamp, Stephen Douglas is a precocious lad. Steve walks at age seven months!

Professor William F. Whyte of Human Relations is sporting a new car - a blue-gray, 4-door Chevy with power-glide.

Helen Dawson, former secretary to Professors Clark and Ferguson, writes to friends at the School from Baltimore: "It is wonderful not to have to work anymore. Ernie and I are still living at my home because we haven't found an apartment that we like and can afford. All I do all day is rest, sleep, and eat once in a while...Ernie started work last Thursday so I guess we've finally become an average couple with the husband supporting the wife. We're having lovely sunny weather here. So sorry that New York is having all that snow; Baltimore hasn't had a bit yet... Guess Mr. Clark and John (Windmiller) have their little wheels spinning thinking up quizzes for their students, and Mr. Ferguson is giving Ann (Macaluso) the doubtful pleasure of mimeographing his 50-column tables."

At a meeting Monday, March 13th, of ILR Ph.D. candidates, John Slocum outlined his thesis entitled "The Labor Relations of Colleges and Their Maintenance Employees." He explained the method he is employing in the conduct of research. This involves a sampling of all colleges in the East, with more detailed study of Columbia, Wellesley, and Yale.

Professor Alpheus W. Smith of Extension spoke before members of the Newark, N.Y., Rotary Club February 23 on "Etiology." (The science, doctrine, or demonstration of causes.)

Ed Sheldon, chief ILR plant superintendent, is back at work after a siege with a swollen foot.

Jake Seidenberg, graduate assistant, spent a few days in New York the end of February. He took in the New York Philharmonic, heard the Mozart Requiem sung, visited the Museum of Modern Art, viewed several foreign films, and tried out some exotic restaurants.

Mary O'Brien Quasey, former secretary to Professor Jensen, visited the School Saturday, March 4. Her life as wife of an engineer seemingly agrees with her, for friends report "she has gained 15 pounds and looks wonderful!" Husband Dick is with the Davo Company, Coreopolis, Pa.

Professor Milton R. Konvitz spoke at Forest Home Chapel on Sunday, February 19, on Judeo-Christian philosophy; on February 28 he addressed Rota, Cornell legal fraternity, on opportunities for lawyers in civil rights; and on March 5 he served as a panel member when the topic "Mercy Death - Right or Wrong," was discussed at the First Unitarian Church. Moderator for the discussion was Rev. Ralph N. Helverson, pastor of the Unitarian Church. Other panel speakers were Rev. Charles Langworthy, Catholic student chaplain; and Dr. C. Stewart Wallace, President of the Tompkins County Medical Society.

MAN OF THE WEEK

Introducing lawyer, student, friend, and wit of ILR - Jake Seidenberg, who shares Room 31 with Ethylene Lewis, Professor Konvitz' secretary.

Jake spent his boyhood in Philadelphia where his family still lives, graduated from Temple University with a major in economics in 1937, and thereupon entered University of Pennsylvania Law School. Upon graduation in June, 1940, he spent the summer serving his clerkship and studying for the bar examination, passing it in the fall. His first job was in the legal division of the War Department in Philadelphia. When the Regional War Labor Board was opened in Philadelphia in 1943, he served for three years as trial attorney in the Enforcement Division, also acting as hearing officer for the War Labor Board and as assistant to the chairman of the Appeals Division of the Board.

In 1946 he shifted to Washington as assistant to the General Counsel of the NWLB, serving as expeditor for the distribution of enforcement cases. Here his principal job was to make sure that the regional offices carried out enforcement policies of the National Board. At the end of the year he returned to Philadelphia as chief enforcement attorney of the National Wage Stabilization Board.

In 1947 Jake had the distinction of serving on two faculties simultaneously - University of Delaware and Haverford College. At Delaware he taught Corporation Finance and Economics Principles; at Haverford, General Economic Principles. At the same time he served on the arbitration panel of the American Arbitration Association.

His experience in college teaching stimulated an interest that led him to enter the ILR School as a doctoral candidate in the fall of 1948. His major is collective bargaining with minors in labor law and labor history, and his thesis deals with union responsibility in the administration of union contracts. He hopes to spend this summer in Detroit studying the program of the Ford Motor Company, which he feels has an outstanding program in this respect.

Under Professor Temple Burling of Human Relations, Jake made a field study last summer of the techniques used in integrating the Negro in business and industry in New York State. This study will be published soon as ILR Research Bulletin No. 6.

During the present semester, Jake is engaged in grading papers and doing other course for Professor Milton Konvitz in his courses in labor law and elements of law.

As an adjunct to his other responsibilities, Jake represents an independent textile union in Northern New York in their collective bargaining. He is also president of the Graduate Students Council and serves as unofficial consultant on all manner of problems to ILR staff.

Jake is a lover of symphonic music and a voracious reader, including philosophy and the like, but it can truly be said that people are Jake's chief hobby.

EXTENSION DIVISION

ILR staff are keeping busy on the Extension circuit. Their current schedule follows:

Professor Leonard P. Adams spoke on March 2 in Corning and on March 8 in Seneca Falls on "Where's the Best Place to Work."

Director of Extension Ralph N. Campbell will speak on "Management's Goals and Problems tomorrow" at Corning and on March 28 at Oneonta. He will talk on "Sharing Facts and Ideas" at Waverly on March 30. Professor Campbell is also conducting a series on Human Relations in Rochester for the B. Forman Co.

Professor C. K. Beach is teaching a course in conference methods for the N.Y.S. Regional Office, Bureau of Old Age & Survivors' Insurance in New York February 17 - March 31.

Professor Eleanor Emerson conducted a series on "Know Your Community" for the Cub Scouts of Ithaca, January 9 - February 27.

Professor Lynn A. Emerson is conducting a series "The Engineer as a Supervisor" for the New York State Society of Professional Engineers in Binghamton February 23-April 27.

Professor Marten S. Estey spoke on "How Shall We Provide Security for the Aged" at a community forum series in Seneca Falls on March 1.

Professor Robert Ferguson spoke on "Management's Goals and Problems" in Waverly on March 14th.

Thomas Hampton, graduate student, is teaching a course "The Role of the Supervisor in Industrial and Labor Relations" for the Erie Railroad in Hornell, March 6 - May 1.

Professor Vernon H. Jensen spoke on "Handling Labor-Management Differences" in Waverly on March 1 and in Corning on March 9.

Frank Plasha, graduate assistant, will speak next Tuesday, March 21, on "Labor's Goals and Problems" at Oneonta.

John Slocum will speak on April 4 on "Labor's Goals and Problems" at Waverly. He is currently conducting a course on "Fundamentals of Supervision" for the New York State Department of Civil Service, Albany, Jan. 18 - May 3.

Professor Alpheus Smith will speak on "The Will to Work: Morale, Attitudes, Motivation" at Waverly on March 22. He also speaks at the community forum series in Seneca Falls tonight.

Professor John Thurber spoke on "The Farmer and Industrial and Labor Relations" in Oneonta on March 7, and on "Labor's Goals and Problems" in Corning on February 23. He also acted as chairman of the Corning and Waverly series.

Professor N. Arnold Tolles spoke on "The Community's Stake in Labor-Management Relations" at Corning, February 16; Waverly, February 21; and Oneonta, February 28.

EXTENSION OFFERS CLASSES FOR NEW YORK STATE SOCIETY OF PROFESSIONAL ENGINEERS

The School will conduct classes for local chapters of the New York State Society of Professional Engineers. The School will offer courses dealing with the human relations aspects of supervision, conference and discussion methods, and the impact of labor relations legislation on the professional employee. Local chapters of the society may choose one or more of the three offerings. The statewide program has been planned in cooperation with the State Educational Committee of the Society. Local programs have been planned to date for chapters in Schenectady and New York and in Broome, Erie, Kings and Queens Counties.

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YOU CAN'T HIRE A HAND, DR. BURLING WRITES;
NEW PAMPHLET IS AVAILABLE AT DISTRIBUTION CENTER, ROOM 24

"Employers who ignore their employees' social and emotional needs are likely to have their whole personnel program backfire on them." This is stated by Professor Temple Burling of the ILR Human Relations section in a newly published Extension bulletin entitled "You Can't Hire a Hand."

"Workers' social and emotional needs are not something an employer can play around with," states Dr. Burling. "They are the very core of the job. Employers must realize that you can't hire a hand. You cannot split off a worker's need of money and his skills from the rest of him. When a man punches a time clock and walks to his bench, he brings the whole of him along. That's the way he's made. He can't help it."

"He brings a whole flock of needs, and he can't leave these needs at home. That's because he's a man, and you hire him because he's a man. If all you needed was a pair of hands, you'd set your engineer to devising a pair of hands."

Throughout his booklet, Dr. Burling emphasizes that employers must consider human relationships between people and between groups as just as important to the operation of a plant as the physical equipment or the economic scene in which it operates.

The booklet contains two other essays: "People Are Queer," pointing out that laws of efficiency for the machine cannot be applied to the handling of human beings, and "Foremen Want to Do the Job," summarizing the group thinking of foremen in an upstate New York plant concerning their job of improving morale among the employees.

Since September 1948, Dr. Burling has been with the Human Relations Section of the ILR School. He has a distinguished record in the field of industrial psychiatry. He was formerly field director of the Division of Rehabilitation, National Committee for Mental Hygiene and has served as medical director of the Providence (R.I.) Child Guidance Clinic. He has also been psychiatrist for R. H. Macy and Company and for the Winnetka, Illinois, public schools.

This bulletin is already being used for study and discussion in the ILR Staff Organization's weekly class in Human Relations, taught by Professor Alpheus W. Smith of the Extension Division.

Faculty, staff and students may obtain free copies of this new bulletin from Mrs. Tracy, Room 24.

COLUMNIST RIESEL DESCRIBES ILR SCHOOL'S ANTI-COLUMNIST EFFORT

Victor Riesel in his syndicated column "Inside Labor" of March 28 tells of the service our school is rendering to an anti-communist program of the leading university of the Philippines, Anteneo de Manila. The program involves the gathering of films, transcriptions, and audio-visual aids for a five-day institute to be sponsored by the Philippine university. Professor J. James Jehring is assisting the Philippine university authorities in gathering material for the Institute.

Riesel's column appears in the New York Daily Mirror and in over 100 newspapers from coast to coast.

JOHN O'DONNELL '50 GIVEN COMMISSION IN AIR FORCE

The first student in the history of Cornell University's Air Force ROTC to be tendered a commission in the Regular Air Force is John J. O'Donnell ILR '50, son of Mrs. John O'Donnell of 1322 Sterling Place, Brooklyn. If O'Donnell accepts the appointment, he will be commissioned upon his graduation in June. The selection was made by Air Force headquarters on the basis of academic achievement and leadership in military and other campus activities.

Of the two specialized Air Force courses offered at Cornell, administration and communications, O'Donnell chose administration. A cadet lieutenant colonel in the ROTC unit, he is a member of the cadet officers' club, Tau Kappa Epsilon, and the Newman Club.

PROF. MCCARTHY CONTRIBUTES CHAPTER TO NEW BOOK

Professor P. J. McCarthy of the Statistics Department has contributed a chapter entitled "Sample Design" to a forthcoming book "Research for Action: Method for Studying Intergroup Relations" by Doctors J. A. Hoda and Morton Feutsch, Graduate School, New York University, for the Society for Psychological Study of Social Issues. The chapter "Sample Design" has been mimeographed for use in Professor McCarthy's course ILR 46 - Design of Sample Surveys.

GORMLY MILLER AUTHOR OF NEW ILR BULLETIN

A handy reference guide entitled "Sources of Information on Union-Management Relations" (Ext. Bul. #4) will be available within a few days. Prepared by Professor J. Gormly Miller, ILR Librarian, the 34-page bulletin is designed to be of practical use to the person engaged in the day-to-day practice of industrial and labor relations.

The sources and publications are conveniently divided into five sections:

1. Handbook and other publications giving tips and suggestions on how to work out a satisfactory agreement around the bargaining table and then to make it work harmoniously.
2. Labor-management services providing up-to-date reports to organizations wishing to keep in touch with current events, issues, and practices in labor relations.
3. Surveys and analyses showing the pattern and techniques of collective bargaining and examples of provisions and clauses usually found in collective agreements.
4. Periodicals and indexes of value to anyone desiring to be informed of broad current developments in the field.
5. Organizations and agencies maintaining information services that are available to unions, management, and interested individuals.

Copies of the bulletin may be obtained from Mrs. Tracy, Room 24.

PROF. KONVITZ NAMED TO JEWISH COUNCIL

Professor Milton R. Konvitz, an authority on civil rights, is one of the nine Americans elected to the General Council of the World Jewish Congress, it was announced recently in New York City by Dr. Nashau Goldmann, acting president.

The World Jewish Congress is an organization with affiliated Jewish communities in 65 countries. It works for the protection of cultural and human rights of the Jewish people throughout the world. The Congress has consultative status at the United Nations and is spokesman for various Jewish communities in U. N. deliberations.

THREE ARTICLES ON SCHOOL TO BE PUBLISHED

An article on the School will be published in the May issue of "Partners," official publication of the National Labor-Management Foundation; and two full-length feature articles on the School are expected to appear soon in the trade publication of the Underwear Institute.

IF YOU HAVE FRIENDS INTERESTED IN ILR BULLETINS, SEE MRS. TRACY

Vivian Nicander of Research announces that faculty, staff, and students may have ILR bulletins distributed to any list or individual by sending such requests to Mrs. Tracy of the Distribution Center, Room 24. Anyone wishing to have names and addresses placed on the Center's permanent mailing lists to receive school publications should also see Mrs. Tracy.

WHAT ILR GRADUATES ARE DOING

John Caminer '59 is working for the International Affairs Office, U. S. Department of Labor.

John Callis is working in the personnel department of CBS as employment assistant.

Harriet Mabon is working as receptionist in the employment section of Sibley, Lindsay and Curr in Rochester.

Joseph Sheehan is with the merchandising department of Allied Purchasing Corporation, New York.

Jane Wurz is employed by the CIA (Central Intelligence Agency), Washington.

PROF. BEACH TO TEACH SUMMER COURSES IN TEXAS AND OREGON

Professor C. K. Beach of Industrial Education, after three summers of ILR teaching, is planning a varied out-of-state summer itinerary. Present plans include a three-week stay at Texas A & M where he will conduct a seminar in industrial education and teach a graduate course on current trends and developments in the field. At the conclusion of this institute, he plans to fly back to Ithaca to attend the graduation of his daughter, Sally Lou, from Ithaca High. The Beach family will then drive to Corvallis, Oregon, where, beginning July 10, Professor Beach will conduct a two-week graduate course at Oregon State on "Industrial Education in the Smaller Community." Moving to Klamath Falls in southern Oregon, he will teach a two-week extension course on shop organization and management for the Oregon Division of Higher Education. The Beaches will then start homeward, pausing in Salt Lake City where Beach will attend the national convention of Sigma Pi fraternity as an Alumni Representative. Professor Beach hopes to get in some salmon fishing in Oregon and trout fishing in Oregon. He expects to return to Ithaca around the first of September.

PROFESSORS WHYTE AND DUNLOP EXCHANGE VIEWS IN SPRING I&LR REVIEW

A pro-and-con discussion of the human relations approach to industrial relations behavior features the Spring issue of the Industrial and Labor Relations Review. ILR Professor William F. Whyte explains the human relations approach. Harvard Professor John T. Dunlop describes a contending view.

Additional comments on the contending views are made by Professors E. Wight Bakke and F.L.W. Richardson, Jr., of the Yale Labor and Management Center, Douglass V. Brown of M.I.T., Clark Kerr and Lloyd H. Fisher of the Institute of Industrial Relations at the University of California, and George C. Homans of Harvard.

The Spring Review contains articles on the newly founded International Confederation of Free Trade Unions, prospects for industry-wide bargaining, unfair labor practice prevention under the Railway Labor Act, and early Federal regulation of hours of labor in the United States.

ILR professors contributing book reviews are N. Arnold Tolles, Philomena Marquardt Mullady, J. J. Jehring, and Temple Burling.

Copies of the Spring Review, as well as back issues, are available in the library or may be purchased from Edith Schoenfeld in Room 4.

ARTICLE ON SCHOOL APPEARS IN "INDUSTRIAL BULLETIN"

Public services ranging from adult education classes to a microfilm reference service are offered by the ILR School, according to an article entitled "State Widespread Program, School of Labor Relations Fosters Mature Approach to Management-Labor Problems," appearing in the March issue of INDUSTRIAL BULLETIN, monthly news magazine of the New York State Department of Labor. The article is given a 4-page spread.

Among these public services are: adult courses for groups interested in various phases of industrial and labor relations, special conferences and institutes for specific labor, management or civic organizations, and community adult education programs for the general public.

Other services include free publications on training programs, apprenticeship, human relations, union security, and welfare collective bargaining.

The ILR School library offers five public services, which include reading lists, book loans, kits of discussion materials, a microfilm reference collection, and a semi-monthly bulletin summarizing recent articles and publications in the field of industrial and labor relations.

PROF. WILLIAMS TO SPEAK AT IRRA MEETING

On Thursday, April 20 at 4 o'clock, the Cornell Chapter of the Industrial Relations Research Association will sponsor a talk by Professor Robin Williams of the Department of Sociology and Anthropology. His subject will be "The Elmira Project." The meeting will be held in Room 22 of the ILR School, and all interested persons are invited to attend.

ILR BULLETINS BY LOIS GRAY & JACOB SEIDENBERG TO BE PUBLISHED SOON

Lois Gray, ILR Extension Division representative in Buffalo, and Jacob Seidenberg, graduate assistant, have written bulletins which are now at the printer's. Mrs. Gray's bulletin "Our State Safety and Health Laws" will be published as Extension Bulletin No. 3. Seidenberg's bulletin "Negroes in the Work Group" will appear as Research Bulletin No. 6.

PEOPLE ARE WONDERFUL

Professors Leonard Adams and John Thurber of ILR, Nelson Foote of the Sociology Department, and Miss Patsy Birdsall, a senior at Cortland State Teachers College, participated in a round-table on the subject "Where's the Best Place for Young People to Work?" on the Town and Gown program over WKRT, Cortland, Sunday, March 12 at 1:30 P.M.

Willys D. DeVoll, ILR 51, toured the midwest with the Cornell Men's Glee Club during Spring vacation. The trip featured a series of concerts in Detroit, Chicago, Milwaukee, St. Louis, Omaha, Cincinnati, Akron and Toledo. DeVoll is featured as a member of the triple quartet, "Cayuga's Waiters" in the Glee Club.

Professor J. James Jehring of the Audio-Visual Department attended a banquet sponsored by the American Society of Safety Engineers at the General Electric plant, Syracuse, March 16; he spoke the following day to members of the Industrial Arts Association at Boynton Junior High, Ithaca, on "Safety in the School Shop."

Professor Jean T. McKelvey attended the convocation for the installation of the new president of Wellesley College March 16. Mrs. McKelvey is a member of the Wellesley Board of Trustees.

Believe It or Not: Ellen Basler has never tasted an ice cream soda; Vivian Nicander has never seen a pig; and Lee Reisman has never seen a sheep.

Mrs. Maurice F. Neufeld, wife of Professor Neufeld of ILR, is serving as Ithaca crew leader in the 1950 census-taking this month. She was interviewed by Gertrude Grover on her 9:30 morning show over WHCU Monday, March 27th. Mrs. Carmelita Sakr of the ILR library staff is also a census-taker in Ithaca.

Edward Yuan '48 writes from Wisconsin: "I enjoy reading every issue of FOI. Since I left ILR in February 1948, I have lost track of many of my former schoolmates and they have lost track of me too...I am now working as one of Professor Selig Perlman's assistants in the Department of Economics at the University of Wisconsin. It is my second semester working for my Ph.D., and I expect to have my degree completed by the fall of 1951."

As a result of an item in the last issue of FOI about Russ Hovencamp's son, Steve, walking at age 7 months, a picture and story of Steve appeared in the Sunday, March 19, Syracuse Post-Standard.

Blake McKelvey, husband of ILR Professor Jean McKelvey, is mentioned in an article on Rochester (N.Y.) appearing in the March 18 Saturday Evening Post. The item reads: "In fact, Blake McKelvey, the city's observant municipal historian, thinks the place may be changing over from a definitively industrial city to a cultural center."

Ralph Richardson, cousin of Stephen Richardson, ILR graduate assistant, plays the part of Mr. Baine in the movie "The Fallen Idol."

Anne Curran, Professor McConnell's secretary, attended the wedding of her brother, Tom, to Miss Barbara Kane, at the Ladies' Chapel, St. Patrick's Cathedral, New York City, March 18. Tom, a special student in ILR in 1948, graduated from Albany Law School, and is now with the legal division of Ford Motor Company in Jersey City, N.J.

During Spring recess, Ed Rittenhouse, graduate assistant, addressed a group of high school sophomore girls in Philippsburg, N.J., his home-town. He spoke on "High School Training for the Job Ahead."

Fred MacGregor, ILR '50, is now a lieutenant in the regular U. S. Army. He recently wrote from 76th Heavy Tank Battalion, Camp Campbell, Kentucky: "I am the Public Relations Officer for this Company. On the side I send out personal articles when one of our boys makes a promotion or completes a special course...This public relations job is in addition to my duties as platoon leader. At present I have 22 men and five tanks. Most of the men are just out of basic training, and the average age is 18. Next month I am starting a NCO's school in the Company, and hope to use flyers, etc. as training aids. As part of my duties as Insurance Officer, I am using flyers on an insurance drive, and have written to the Veterans Administration for additional material. I didn't realize I would be using public relations so soon, and am very grateful for the instruction I received at ILR"... Fred enclosed several feature articles which he wrote as Public Relations Officer in his new Army post.

Professor J. James Jehring of Audio-Visual Aids has acquired a sure sign of spring - a new light green Chevy coupe.

Fred Horacek, '52, was married on March 25 to Miss Muriel Kathryn Hermann of Hempstead at the Community Church of East Williston. Mrs. Horacek is a graduate of Hempstead High School and Syracuse University. Fred is a graduate of Stuyvesant High School and attended New York University.

An article by Professor Milton R. Konvitz entitled "Education for Democracy" appeared in the February 4 issue of "The New Leader."

Jake Seidenberg, graduate assistant to Professor Konvitz, is today acting as one of the judges in the Cornell-Princeton debate. The subject is: Resolved that the United States should nationalize the non-agricultural basic industries.

Varsity wrestling captain Bob Stedge, ILR senior, has completed his final year as a consistent mat performer. From Monsey, N.Y., Bob is a 1944 graduate of Congers High School.

Ethylene and Walt Lewis, in New York Washington during Spring recess, visited Alice Duberman's mother-in-law in Brooklyn, dropped in to see Doris Young and Phyllis Krasilovsky, former ILR'ers, and Ed Slier '48 on Long Island. In Washington Walt ran into Ruth Kobrin '49 and visited Senator Ives' office.

Francis (Bud) Curry, June '50, has accepted a position as an industrial relations department trainee with the Dayton Malleable Iron Co., Dayton, Ohio.

Anita Thomas, most recent addition to the Library catalogue room, comes from Oak Ridge, Tenn. where for the past three years she taught 7th grade in the public schools. Born in the States, Anita spent five years as a child in

Mexico City, attended the Physical Education Department of Ithaca College for two years, and finished up at Wyoming University with a major in English. She has also done graduate work in English at Columbia. Her work experience includes writing advertising and broadcasting at a Cheyenne, Wyoming, radio station. During the war she was a laboratory technician in a radio factory and worked on an assembly line in an airplane factory. She is building a house on Cayuga Lake near the Ithaca Yacht Club.

Professor Lynn Emerson and C. Kenneth Beach of Industrial Education were in New York April 11-14 attending a meeting of the New York State Vocational and Practical Arts Association.

On April 28, Professor Alpheus W. Smith of Extension will speak in Buffalo on "The Idea of Cause" at the convention of the New York State Dietetic Association, and on May 5 he will speak at the Cortland YWCA on "Adam and Eve and the Atom." The occasion is May Fellowship Day of the United Council of Church Women, a group working for the establishment of a Christian economy in the United States. On May 26 he will travel to Elmira to speak before the annual convention of New York State Funeral Directors on "The Everlasting Why."

WOMAN OF THE WEEK

Mrs. Lily Newbury of the "stenographic pool" occupies a unique place on the IIR staff as "mother" to the entire staff. For life's emergencies, she keeps on hand a complete sewing kit, assorted aspirin, band-aids, and the like. In addition to material comforts, she dispenses a cheerful philosophy which makes life brighter for everyone who talks with her.

Lily is a rarity - an IIR'er "born and raised" in Ithaca, or more exactly in Forest Home where her parents, Mr. and Mrs. Hugh Mitchell, still live. She attended Ithaca High and graduated from Williams Business School. Lily's first job was stenographer in the Extension office in Roberts Hall where she worked for four years. During this time romance the picture and Lily married Clarence Newbury. However, she continued her job until the arrival of son Ernest. When he was sufficiently grown up, she resumed working part-time in various offices, both on the campus and downtown. She recalls the occasion, while working in the Cornell Alumni Office, when she and another office worker, racing to see who could do the most, sent out 7,000 form letters in one month.

Located on Sage Place behind the Cornell infirmary, the Newbury's living quarters are unique and spacious - the remodeled carriage house of Liberty Hyde Bailey, famous horticulturist. Mr. Newbury is in charge of maintenance of the Bailey collection.

A prodigious worker, Lily turns out pies, cakes and cookies without number to satisfy the tremendous appetite of her family, but she does not enjoy the fruits of her labor since her doctor has put her on a diet.

Lily made history with her rendition of the Highland Fling at the St. Patrick's Day party. IIR'ers who saw her performance will not soon forget her poise and ability. The kilt she wore was especially made by an aunt who lives in Scotland.

PEOPLE ARE WONDERFUL

Professor William F. Whyte of the Human Relations Department journeyed to Norman, Oklahoma to attend a post-doctoral seminar on "Social Psychology at Crossroads 1950." This seminar, under the auspices of the University of Oklahoma, ran April 6-11.

Professor J. James Jehring of Audio-Visual Aids played host Monday, April 10, to the Training Council of the Manufacturers Association of Syracuse; on Tuesday evening, April 11, Professor Jehring served as a panel member for the librarians of Cornell in a discussion on "Recent Studies in the Public Library." Professor Jehring spoke on the public libraries and films.

Professor Milton R. Konvitz spoke March 15 at Amherst College, Amherst, Mass., on the subject "Church and State Relations under the American Constitution." The address was delivered as one in a series of addresses scheduled by Amherst College on the subject of church-state relations in the United States.

MEN OF THE WEEK

Introducing the two blond inseparables of the Materials Lab - Jerry Rounds and John Riihinen.

John arrived at ILR ahead of Jerry - in June 1948. His first assignment was the mail clerk job now performed by Jerry. John was born in Wisconsin, but "raised" in Ithaca. He arrived here at the age of two. He graduated from Ithaca High and while in school worked part-time with the Ithaca Journal as mail clerk. Prior to coming to ILR, he was employed as sales clerk at the Triangle Book Store in Collegetown. John lives on North Titus Avenue with his mother and sister. His hobbies include playing the accordeon, square dancing and roller skating.

Jerry, younger by a year than John, lives with his parents and two brothers on the Ashbury Road seven miles north of Ithaca. He is a product of Ludlowville Central School. Upon graduation he did clerical work for Rural Radio Network before coming to ILR in March 1949. Jerry's hobbies are sports and square dancing.

Jerry and John made a trip to New York City during Spring vacation. They "did the town" from Sunday morning until the following Friday. List of their accomplishments include two shows, "Texas, Li'l Darlin'" and "Gentlemen Prefer Blonds"; the ice show, "Howdy, Mr. Ice, 1950;" Radio City Music Hall twice; the N.B.C. tour as well as the R.C.A. tour, the Rocky Graziano-Tony Janiro fight at Madison Square Garden; Ted Mack and his original radio amateur hour, and Arthur Godfrey's Monday evening and morning radio show; the Statue of Liberty; Central Park Zoo; drive in a horse-drawn hansom; half a dozen movies; and shopping for souvenirs in the large department stores. When queried as to what they liked best of all, they replied in chorus: "The Rockettes!"

EXTENSION DIVISION

EXTENSION TEACHERS' CONFERENCE TO BE HELD MAY 19 and 20

The annual conference of extension teachers from all districts will be held at the IIR School May 19 and 20. The purpose of the conference is to give all extension teachers an opportunity to exchange information. Professor Eleanor Emerson of the Extension Division will be in charge of arrangements.

NEWS FROM ALBANY DISTRICT

A regional dinner meeting of extension teachers in the Capital District area was held Friday evening, March 24, at the Ten Eyck Hotel, Albany. Professors Ralph Campbell and E. Emerson attended. Tentative plans for the annual teachers' conference in Ithaca were introduced to the group for their consideration.

Amsterdam is the second new community within the Capital District in which a public class program has been initiated this year. Two courses in "Economics of Employment" and "Human Behavior in the Industrial Setting" have been set up.

NEWS FROM WESTERN DISTRICT

The Genesee Labor Council (composed of CIO and AFL unions in the Batavia area) requested a class in human relations. Class sessions began April 10th. The instructor for the course is Frank Plasha, extension graduate assistant.

STATEWIDE PROGRAM FOR SAVINGS BANK ASSOCIATIONS OFFERED

The Extension Division is conducting a statewide program for member banks of the New York State Savings Bank Association in New York, Buffalo and Rochester. Courses offered include the fundamentals of supervision, techniques of conducting conferences and staff, and human relations problems faced by personnel officers, supervisors, and department heads in a savings bank.

COURSES OFFERED FOR SOCIETY OF PROFESSIONAL ENGINEERS

The Extension Division is currently conducting classes for local chapters of the New York State Society of Professional Engineers. The statewide program has been planned in cooperation with the State Educational Committee of the Society, of which Dr. Anatole R. Gruehr is chairman. The course entitled "The Engineer as a Supervisor" will cover the human aspects of supervision; the course on "Conference and Discussion Methods" will be a working laboratory in the techniques of group conference leadership; and the third course will deal with labor legislation. Local programs have been planned to date for chapters in Schenectady and New York, and in Broome, Erie, Kings and Queens counties.

SIX SESSIONS HELD FOR U.S. ATOMIC ENERGY GROUP

The Extension Division of the IIR School has just completed a series of six conferences on management problems for executives of the New York Operations of the U. S. Atomic Energy Commission in New York City. Leaders in the field of management, organization, and personnel relations were featured at conference sessions.

The two-hour conference sessions were held weekly from March 6 through April 10. The program was developed for the U. S. Atomic Energy Commission by the Extension Division.

Lounsbury S. Fish, Organization and Management Consultant for Standard Oil of California, addressed the first conference on the subject, "Planning, Scheduling and Organizing." The second conference, dealing with "Delegation of Authority and Responsibility," was handled by Thomas G. Spates, Vice President for Personnel Administration, General Foods Corporation, New York City.

Subsequent sessions were led by Elmo B. Roper, Dr. Paul Pigors, M.I.T., Dr. Ormond Drake of New York University, and Lemuel R. Boulware of General Electric Company.